

To the Members of the California State Senate:

I am returning Senate Bill 1841 without my signature.

Employees should have reasonable privacy protections in the workplace. Existing law limits monitoring of phone calls and prohibits video and audio recordings in restrooms and locker or changing rooms. In today's electronic environment, employers give their employees access to technological advancements, such as use of the Internet and e-mail, for business purposes, employers should have the ability to monitor employee activity in order to ensure the access is not being abused. Unfortunately, in attempting to provide employees with notice of monitoring, this bill places an unfair and unrealistic burden on those employers wishing to monitor the electronic activity of their workers.

The notice requirements in this bill are too broad and do not define what constitutes proper notice, which I cannot support when an employer that fails to issue a notice or that issues a deficient notice faces the possibility of a misdemeanor conviction and civil lawsuits.

Sincerely,

Arnold Schwarzenegger